

City of Lincoln  
Commission on Human Rights

2010

# Annual Report



From left: former Mayor Don Wesely, former LCHR Commissioner Dr. Sitaram Jaswal, Mayoral Aid Denise Pearce, former Mayor Coleen Seng, and former LCHR Director Larry Williams. Pearce reads Mayor Beutler's Proclamation declaring Larry Williams' Day at Williams' farewell gathering. Williams left the LCHR in July, 2010.

440 South 8th Street, Suite 101

Lincoln, NE 68508

402.441.7624

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<http://humanrights.lincoln.ne.gov>

Let's pull together  
before we're torn apart.



## Mayor Chris Beutler



MAYOR CHRIS BEUTLER

lincoln.ne.gov

Office of the Mayor  
555 South 10th Street  
Suite 208  
Lincoln, Nebraska 68508  
402-441-7511  
fax: 402-441-7120  
mayor@lincoln.ne.gov



Dear Lincoln Residents:

As the Lincoln Commission on Human Rights (LCHR) begins its 42nd year of promoting equal opportunity, I am pleased to present this 2010 Annual Report.

In 1966, the people of Lincoln approved a charter amendment creating the Lincoln Commission on Human Rights and setting forth our community's commitment to fighting discrimination.

Over the past four decades, LCHR has become a national leader in educating our residents about their civil rights and responsibilities. In 2010, LCHR reached more than 6,000 residents in over 100 sessions covering civil rights and responsibilities. The annual Fair Housing Conference was expanded in 2010 to include both an employment and public accommodation focus. By all accounts, the expanded Conference was a resounding success.

2010 was a year of change for the Human Rights Division. With the resignation of long-time, respected Director Larry Williams, the City spent much of the year reviewing how we can improve our commitment to human rights here in our community. After reorganizing the Division to provide our fine investigators with the additional administrative support they needed, we have relied on our City Attorney, Rod Confer, and our Interim Civil Rights Officer, Milo Mumgaard, to guide us through this transition period. Although Mr. Williams certainly left big shoes to fill, Mr. Confer and Mr. Mumgaard have continued to move the Division forward.

2010 also brought great sadness to our community with the passing of Mrs. Leola Bullock. Mrs. Bullock was at the forefront of the Civil Rights movement here in Lincoln, and her work changed the very fabric of our community. Lincoln is, indeed, a far better place because of Mrs. Bullock. We owe it to her to never lose sight of the ultimate goal—ensuring Lincoln is a place where all people have the opportunity to develop their potential and contribute fully to our community's success.

In the upcoming year, LCHR will increase its outreach efforts, develop new partnerships, foster additional ties with the University of Nebraska, and encourage more of our residents to become involved in all aspects of city government. Through education, information and open dialogue, LCHR will continue to increase awareness and change attitudes.

Although much work has been done, much remains. Thank you, LCHR and Division staff, for leading the way.

Sincerely,

Chris Beutler  
Mayor, City of Lincoln

**Executive Director**

To the People of Lincoln:

I am pleased to present the Lincoln Commission on Human Rights Annual Report for 2010. This was a year of change because of Director Larry Williams' resignation due to family commitments. Larry's 11-year tenure was characterized by an outstanding record, particularly in outreach and education to reduce discrimination. His long service to the cause of civil rights in Lincoln will be honored at the 2011 Civil Rights Conference by presenting him with the Fair Housing and Gerald Henderson Human Rights Awards.

LCHR meets monthly, considering accommodation, housing and employment complaints to determine whether discrimination occurred. We take this opportunity to thank our nine Commissioners for their wise counsel and generosity in volunteering time from their busy schedules to assure fairness and equity for the people of Lincoln.

LCHR's achievements in 2010 are due largely to the commitment of Investigators Angie Lemke and Margie Nichols, assisted by Americorps Volunteer Mema-Shua Regina Grant and City Hispanic Liaison and Outreach Coordinator Loren Mestre-Roberts. Their unstinting efforts allowed the task of equal rights education to continue undiminished this year. Nearly 6,000 people were trained in about 100 sessions with schools, the Housing Authority, Regions V and VI, the Real Estate Owners and Managers Association and others. The 2010 Civil Rights Conference drew attendees from around the state to learn about fair housing, equal employment and accommodating those with disabilities.

LCHR staff investigated almost 100 complaints of discrimination. Besides non-monetary resolutions they negotiated settlements approaching \$40,000. Allegations investigated included religious discrimination, discrimination based on national origin, marital and familial status, color, sex, disability, race and age, and claims of retaliation. Complainants and respondents alike were overwhelmingly satisfied with the handling of their cases according to surveys and would refer other discrimination victims to LCHR.

A successful reorganization of LCHR within the City Attorney's Office in 2010 improved administrative and clerical support. LCHR is also moving to a prominent new location in the County-City Building near the Mayor's Office and Law Department which demonstrates the City's commitment to equality for Lincoln residents.

With all that was accomplished in 2010, much remains before equal opportunities will be enjoyed by every person in our city. By reaching out to Lincolniters with this message and enforcing the rights guaranteed by Title XI of the Lincoln Municipal Code, LCHR continues to strive toward this worthy goal.

Sincerely yours,

Rodney M. Confer  
Executive Director and City Attorney



Dear Citizens and Friends of the Commission,

There have been changes this year in the leadership of the Lincoln Commission on Human Rights.

Our Director of many years and many talents, Larry Williams, resigned his position in July so he could focus his attention on his much beloved mother and sister. His was the face of the Lincoln Commission on Human Rights that

we were all so used to seeing throughout the community and at events of any ethnic or cultural celebration of heritage or pride.

The City of Lincoln owes many thanks to Larry for being the constant for LCHR in the eyes of the public and to Larry's family for sharing him with us for so many years.

The LCHR has been assigned to work under the leadership of the City Attorney, Rod Confer.

Whether this change is long term or short term has yet to be determined. There has been much discussion between the Mayor's Multicultural Advisory Committee and the Mayor's office as to the direction our City's Civil Rights Agency may go and I am sure there will be many more conversations and thoughts shared.

This past year saw an increase in housing complaints (27); a few less employment cases (59) than the previous year and an increase in public accommodations cases (6). Overall, this was an increase of just over 6 percent from 2009.

Along with investigating complaints, our investigators also make time to do community outreach, which is so important to let the public know what the law is when it comes to housing discrimination, public accommodation and employment laws.

The Lincoln Commission on Human rights is our City's local Civil Rights Agency and we keep working toward our goal to eliminate and prevent ALL forms of illegal discrimination, to assure and foster equal opportunity for ALL citizens of the City, and to act in all matters within its jurisdiction.

Visit our website for more information about the Lincoln Commission on Human Rights.

<http://lincoln.ne.gov/city/mayor/human/about.htm>

Sincerely,

Wendy Francis  
Chair



## 2010 Commissioners



Bottom row, left to right: *Hazell Rodriguez, Takako Olson, and Mary Reece*. Top row, left to right: *Dick Noble and Gene Crump*. Not pictured: *Anitra Warrior, Jose Quintero, Vice-Chair Karla Cooper and Chair Wendy Francis*.

The LCHR Commission is a nine member board of diverse people who hear and decide on the cases presented to them. They are volunteers who are appointed by the Mayor and approved by the City Council. An additional goal of the Commission is to continue educating the public on the discrimination laws in the hope of preventing and eventually eliminating unlawful discrimination. They meet on the last Thursday of each month at 4 p.m. in the City Council Chambers of the County/City Building.

## Mission

The administration of the Human Rights Division supports the enforcement of all provisions of Title 11 of the Lincoln Municipal Code. To receive, settle, conciliate, investigate, issue findings, and hold public hearings on complaints alleging discrimination based on race, color, religion, sex, disability, national origin, familial status, age, ancestry, marital status, and retaliation.

To perform functions and activities with community groups, businesses, schools, and governmental entities for the purpose of promoting understanding between races, cultures, and sexes, and to work to eliminate inequalities and sources of inter-racial friction.

Review all City of Lincoln procurement bids and awards in excess of \$10,000.00.

Review DBE (Disadvantaged Business Enterprises) program of minority and women-owned businesses and maintain directory.

## Goals

To eliminate and prevent all forms of illegal discrimination, to assure and foster equal opportunity for all citizens of the City, and to act in all matters within its jurisdiction.

## The Commission's Role

The Commission is a NEUTRAL agency. We do not serve as either side's lawyer, advocate, or advisor. We are not prosecutors. We do not take the side of either the complainant (the person who filed the complaint) or the respondent (the alleged discriminator).

The job of the Commission is:

- to *investigate* complaints of discrimination;
- to *settle* complaints, if possible;
- to *determine*, after investigation, whether there was discrimination in violation of the City of Lincoln Equal Opportunity Ordinance;
- to *order remedies* if the complainant proves at a hearing that discrimination has occurred.

## Agency Staff

## Agency Staff



**Angela Lemke, Senior Civil Rights Investigator**  
(402) 441-3870  
alemke@lincoln.ne.gov

Angela is responsible for the investigation and settlement of complaints alleging a violation of Title 11 of Lincoln's Municipal Code. She serves as the primary investigator for employment complaints, and is the staff liaison with the Federal Equal Employment Opportunity Commission (EEOC). In addition, Angela conducts training and outreach sessions, educating the general public, landlords, and businesses on the various equal opportunity laws. Angela has an Associate Degree in Applied Science, and started with LCHR as an intern in 1997. She is available to assist with training and provide technical assistance to the general public, landlords, property management companies, employers, and employees.



**Margie Nichols, Civil Rights Investigator**  
(402) 441-8690  
mnichols@lincoln.ne.gov

Margie is responsible for the intake and investigation of complaints alleging a violation of Title 11 of Lincoln's Municipal Code. She serves as the primary intake person for new complaints, primary investigator for housing complaints, and serves as the agency's liaison with HUD, monitoring contract compliance. Margie has a Bachelor's of Science Degree in Journalism. Margie also assists in providing trainings and technical assistance to the general public, landlords, property management companies, employers, and employees.



**Mema "Regina" Grant, AmeriCorps**  
(402) 441-7625  
mgrant@lincoln.ne.gov

Regina's main focus is serving as the primary outreach, education and prevention in the Lincoln School system. Her background includes working in many areas of human services, community development, direct case management services, with both adults and youth.

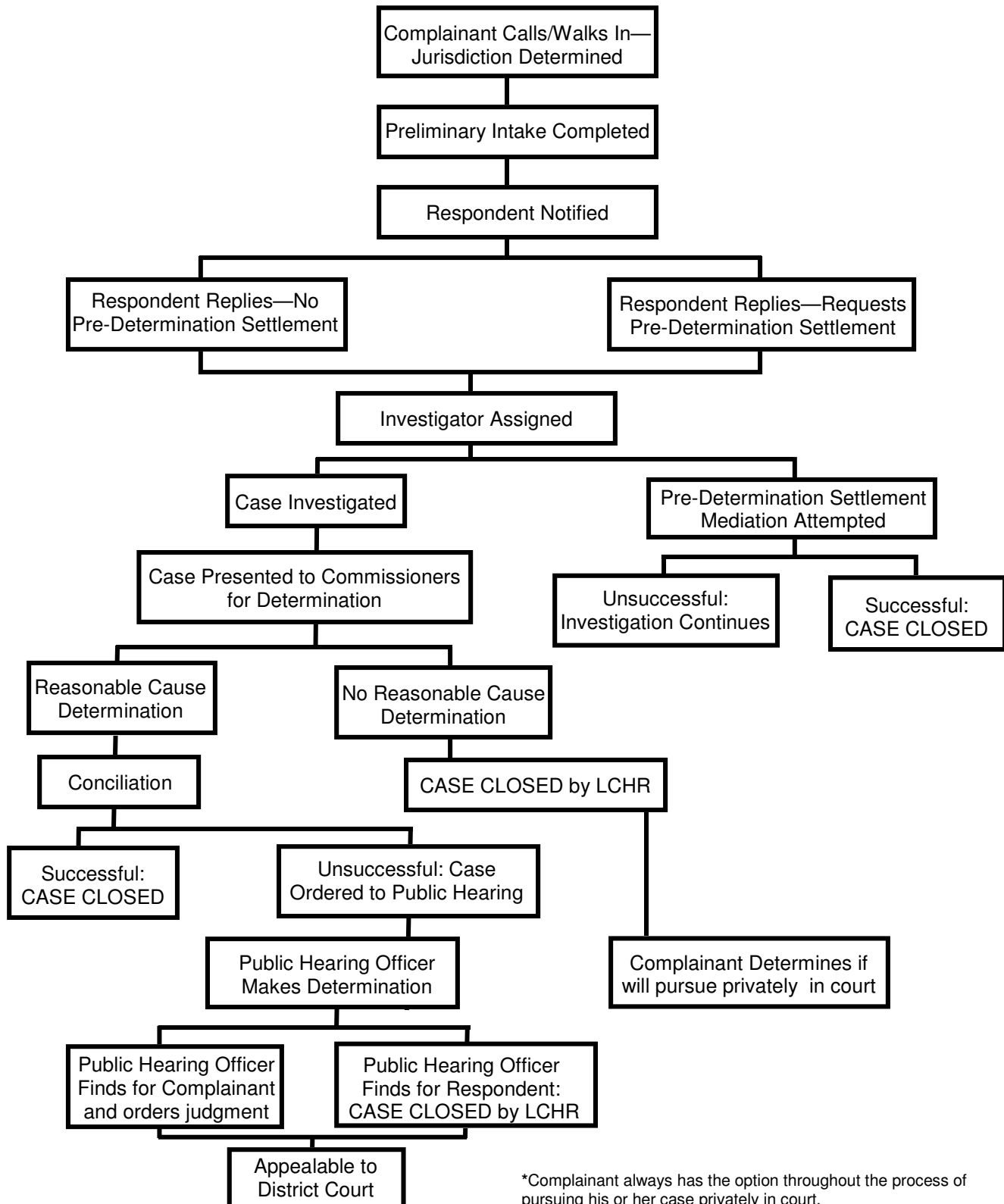


**Loren Mestre-Roberts, Hispanic-Latino Liaison**  
(402) 441-6802  
LMestre-Roberts@lancaster.ne.gov

Loren is the Hispanic-Latino Liaison for the City of Lincoln, and the Commission on Human Rights. In 2010 Loren began as the Hispanic-Latino Liaison, a position created by the Mayor's Office to improve communication within city departments, the Juvenile Justice System, non-profit agencies, and the Hispanic-Latino population in Lincoln. In September, Loren's role was expanded to serve with the Commission doing community outreach regarding fair employment and fair housing practices.

## Complaint Process

## Complaint Process\*

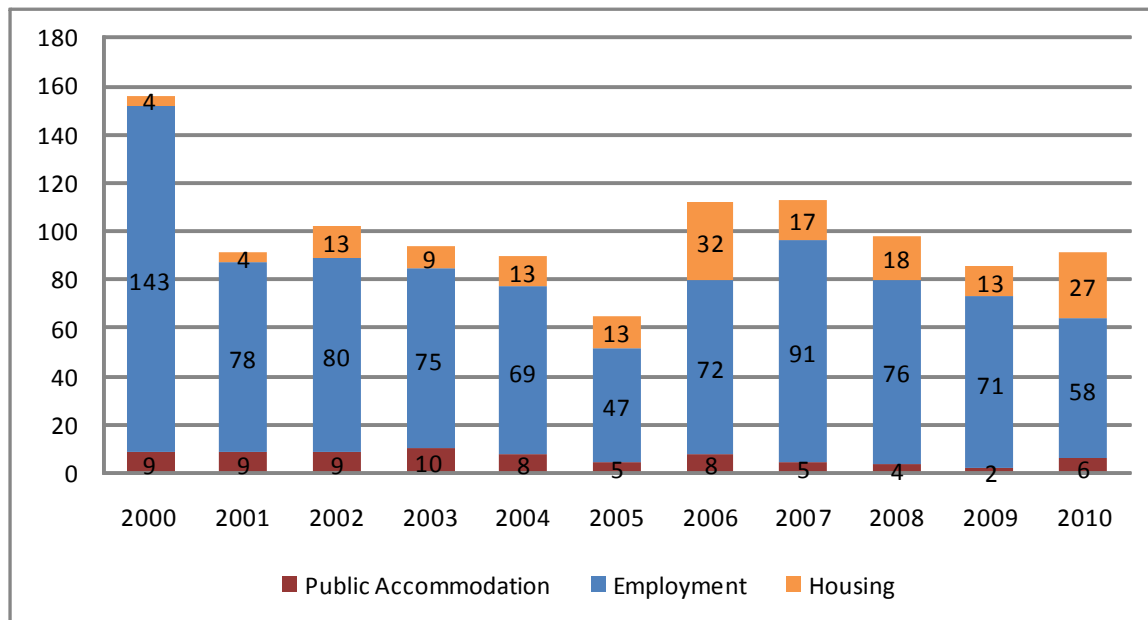


\*Complainant always has the option throughout the process of pursuing his or her case privately in court.

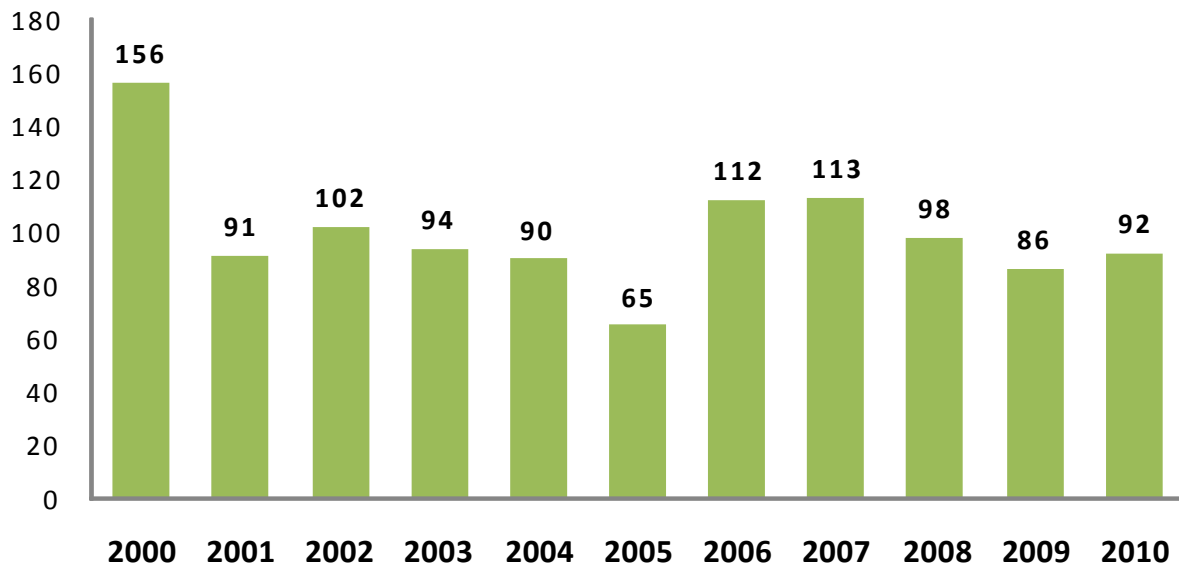


## Complaint Overview

## Cases Filed by Type 2000-2010



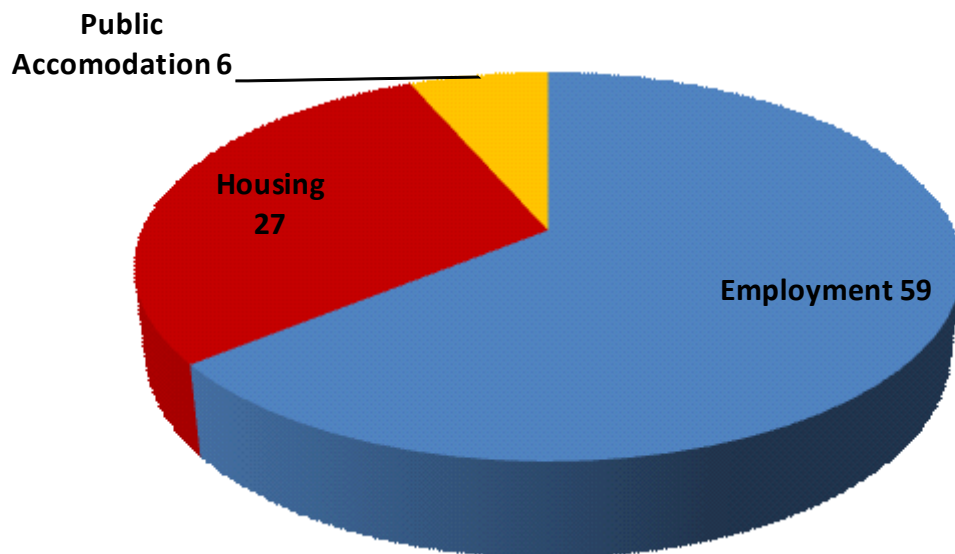
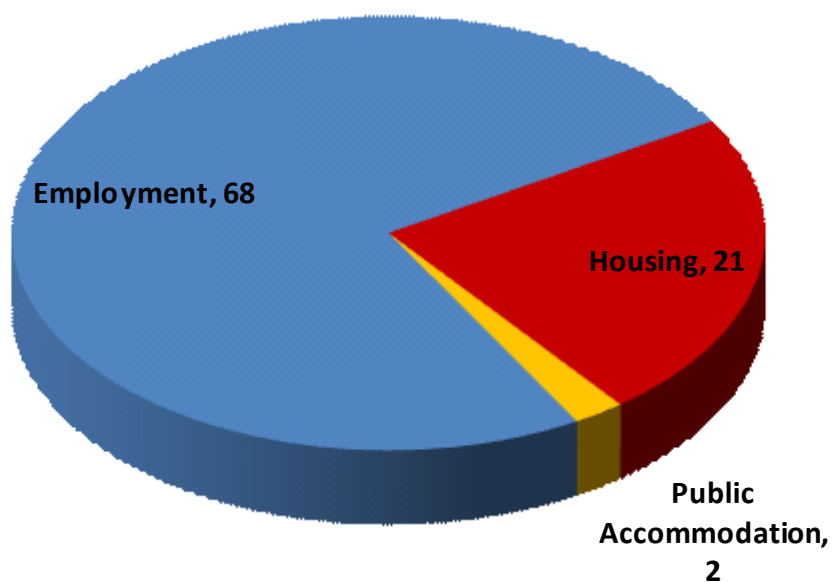
## Cases Filed 2000-2010



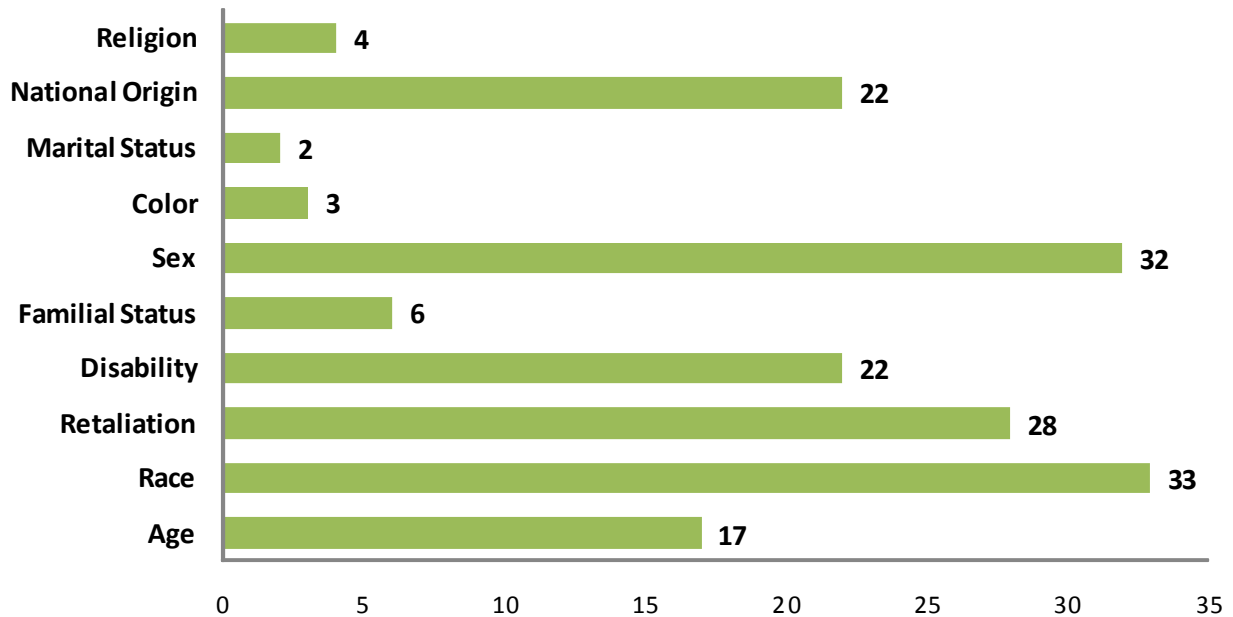
2010 saw a six percent increase in the number of cases filed from 2009. Employment cases declined slightly, whereas Housing and Public Accommodation complaints increased.

\*In 2000, the LCHR had a contract with the Nebraska Equal Opportunity Commission (NEOC) in which any cases filed with the NEOC that were in the City of Lincoln would be turned over to the LCHR for investigation. During 2007, the NEOC deferred 13 cases to the LCHR for investigation in order to expedite case investigation.

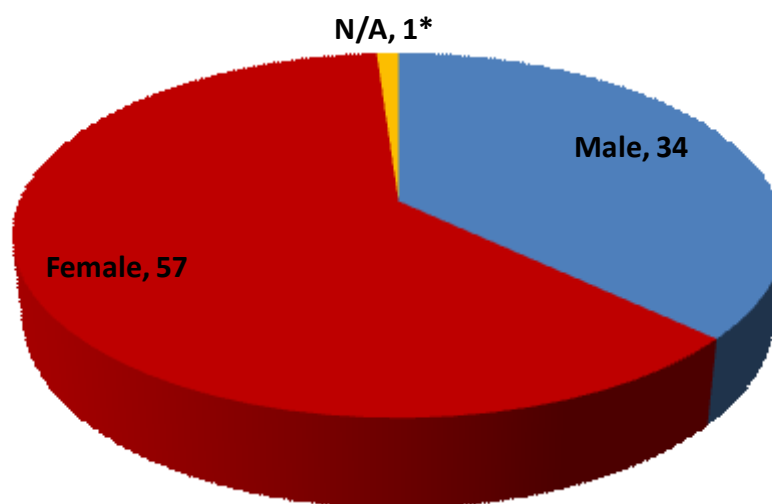
## Case Statistics

**Cases Filed - 92**  
**Breakdown by Type****Cases Closed - 91**  
**Breakdown by Type**

\*Cases closed includes cases filed in 2008 but closed in 2009.

**Case Disposition****Breakdown of Cases Filed by Basis\***

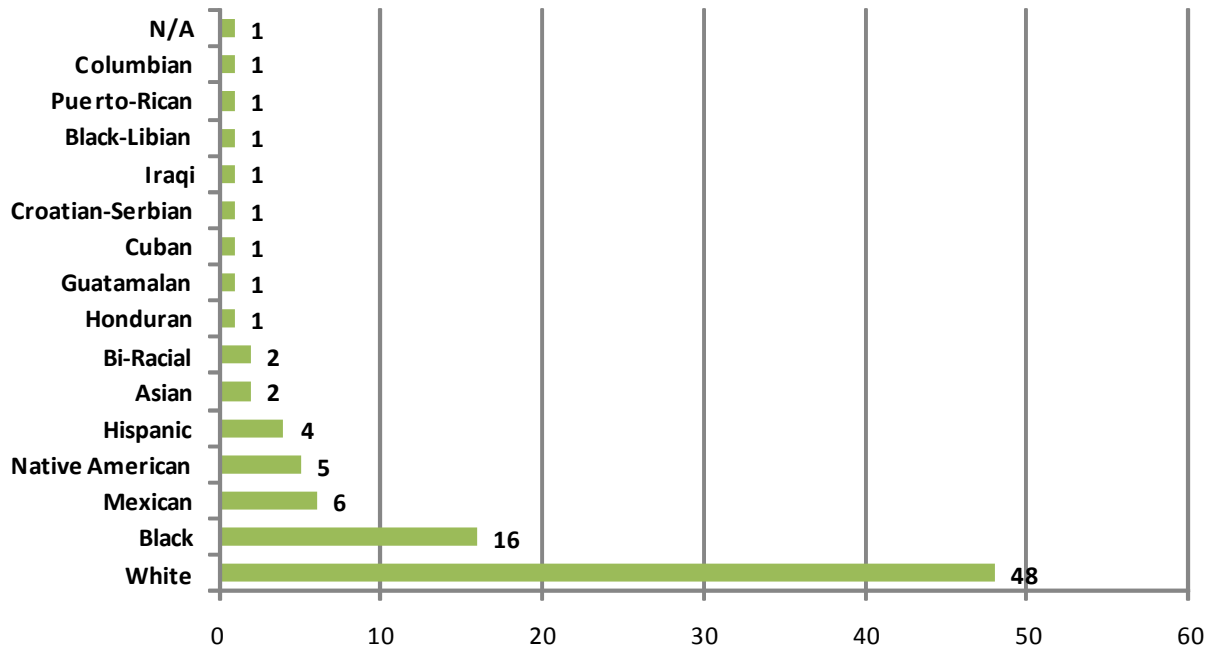
\*Cases are often filed under more than one basis, which could include a case filed, for example, on the basis of both Sex and Disability, or Race and Retaliation.

**Breakdown of Cases Filed by Gender**

\*The Not Applicable (N/A) number is due to the Complaint being filed by an agency instead of an individual (Housing).

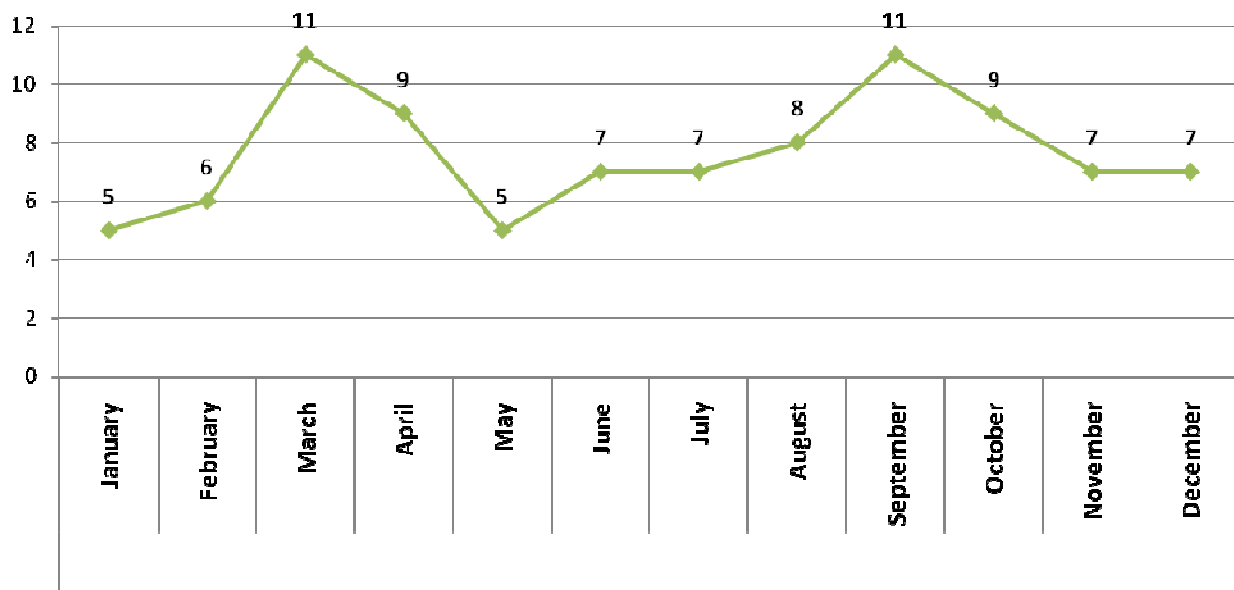
## Case Disposition

## Breakdown of Cases Filed by Race / National Origin\*



\*This provides an approximate demographic report based on the racial or national origin designation provided by the Complainant. Although Hispanic is neither a race nor a national origin, it is indicated here in this report.

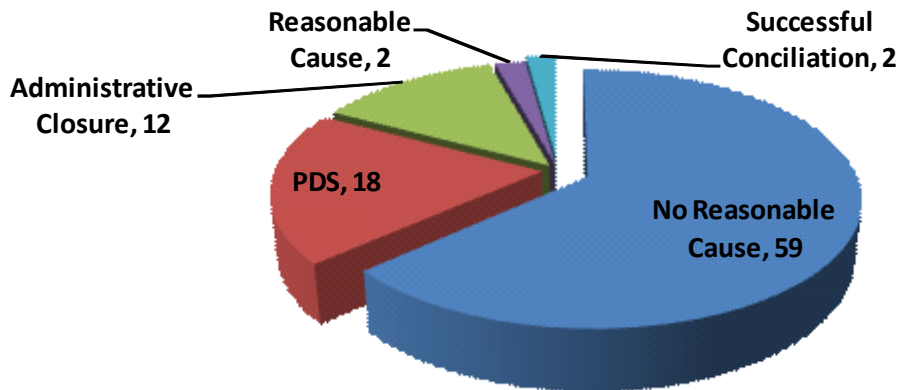
## Breakdown of Cases Filed by Month





## Case Disposition

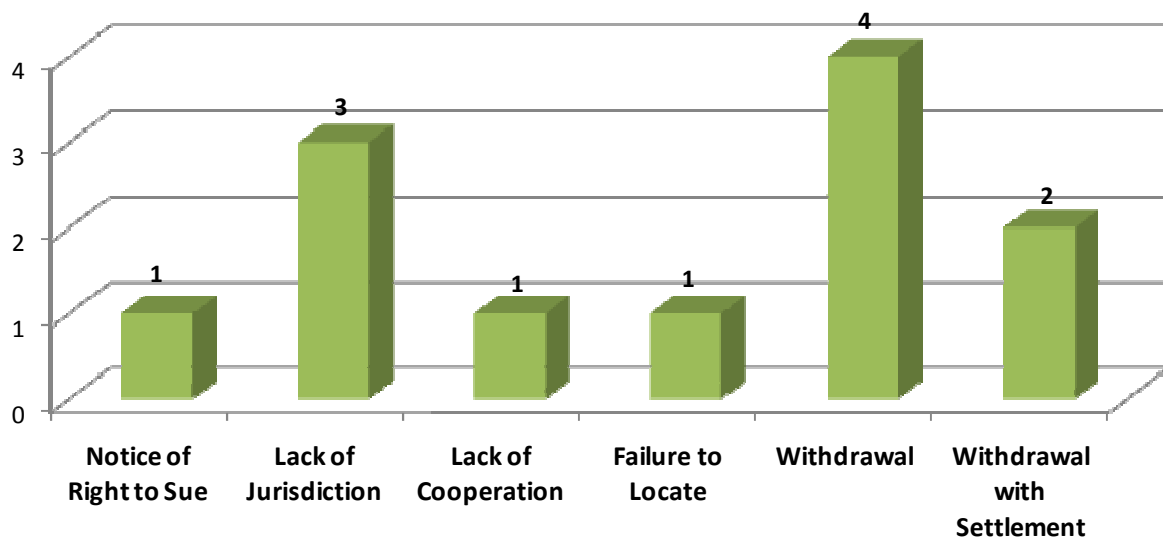
## Breakdown of Commission Decisions



What do the numbers mean? No Reasonable Cause are those cases in which the Commissioners determined there was little or no evidence to believe discrimination occurred. In Reasonable Cause determinations Commissioners believe there is evidence showing discrimination did occur. Administrative Closures are cases closed for a variety of reasons—see the chart below. Pre-Determination Settlements are cases closed due to a settlement agreement prior to a Commission decision.

Sometimes the Commissioners make more than one decision in cases. Commissioners may determine that Reasonable Cause exists and those cases may later be closed in the same year by the Commission due to successful conciliation, public hearing determination, or issuance of a notice of right to sue. Because of this, the total number of Commission decisions may be greater than the number of cases closed.

## Administrative Closures



**Case Summaries****Pre-Determination Settlements\* Summaries & Withdrawals with Settlements**

- \$150; fair housing training; change in policy
- Change of management; fair housing training
- \$1407.50; fair housing training; reporting requirements
- Neutral reference; deposit returned; fair housing training
- forgive past due rent, neutral reference, training, agrees not to divulge any negative information regarding Complainant
- \$300; fair housing training; agree not to discriminate in advertising
- Reasonable Accommodation provided and fair housing training
- \$4000 and neutral reference
- \$1000.00
- 3000, fair housing training
- Transferred; purged disciplinary record
- \$4500; resignation
- \$4000
- More time to move
- \$5625, neutral reference, training, policy
- \$5625, neutral reference, training, policy
- \$3,375

\*A Pre-Determination Settlement (PDS) is a no-fault settlement agreement voluntarily entered into by both parties prior to the Commission making a determination in the case.

**Conciliation Summaries\*\***

- \$5000, training, Board member contacts, neutral reference
- \$1500

\*\*A conciliation takes place after a finding of Reasonable Cause. Both parties come together and discuss, negotiate and facilitate a settlement.

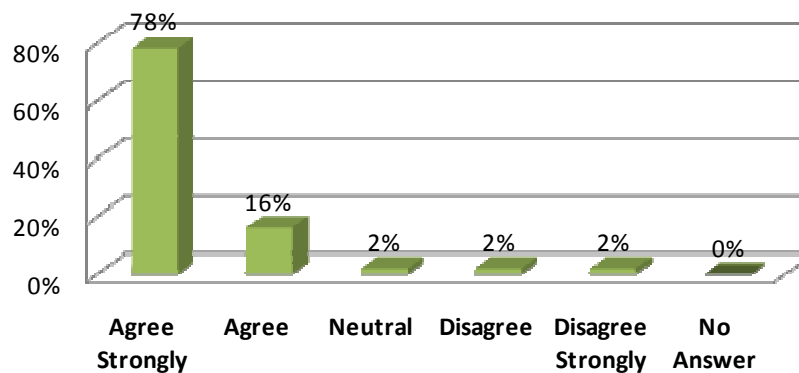
## Service Satisfaction Survey

## Service Satisfaction Survey

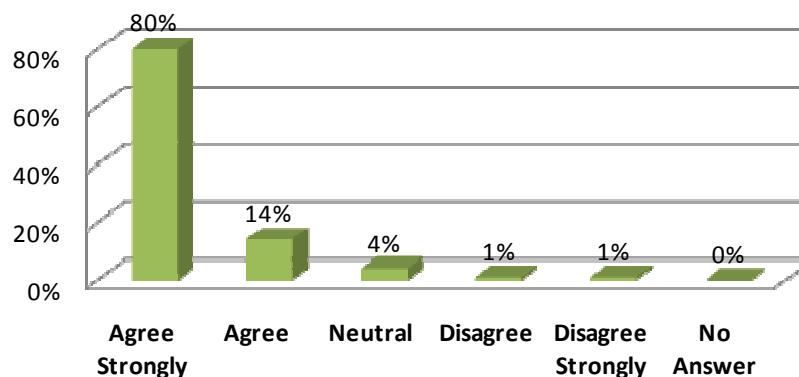
In an effort to gauge how our complainants and respondents felt about their contact with our agency, determine how they felt about the process and understanding the process, and to look for areas in which we could provide better service or a clearer understanding of what we do, surveys were mailed to all complainants and respondents following their case closure, regardless of the case outcome. We asked them to rank us in several areas.

Both Complainants and Respondents were asked to rank our office with 1 being the lowest and 5 being the highest.

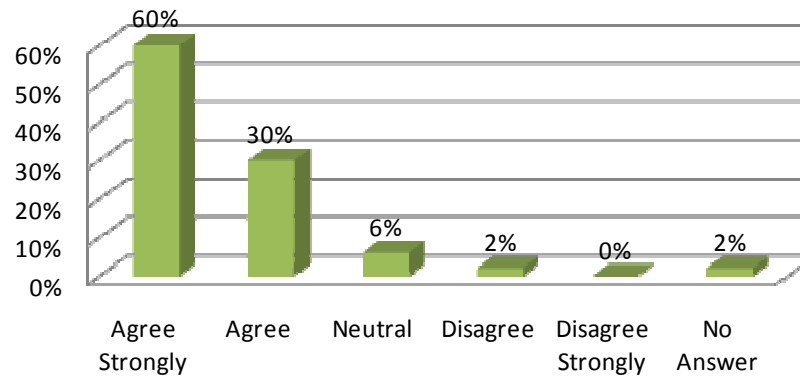
**All department staff presented themselves in a courteous and professional manner at all times.**



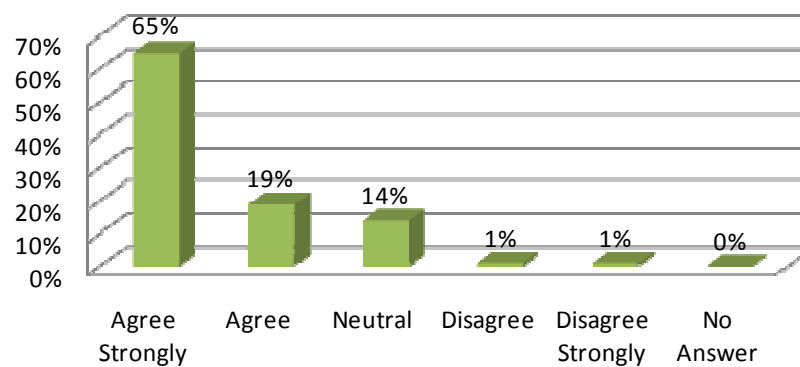
**The intake investigator explained the laws and the LCHR investigative procedure to your satisfaction.**



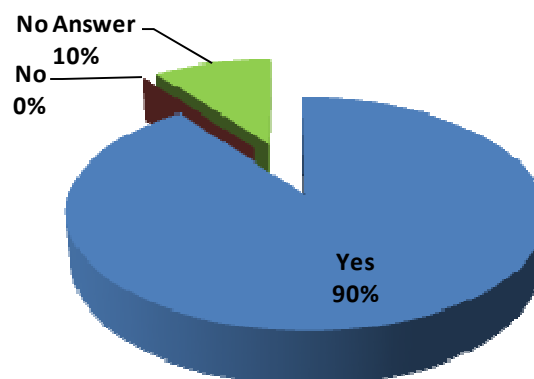
**The investigator kept you adequately informed about the progress of the investigation.**



**Regardless of the case outcome, you felt the overall process was fair.**



**Would you refer someone experiencing a possible discrimination problem to the LCHR?**



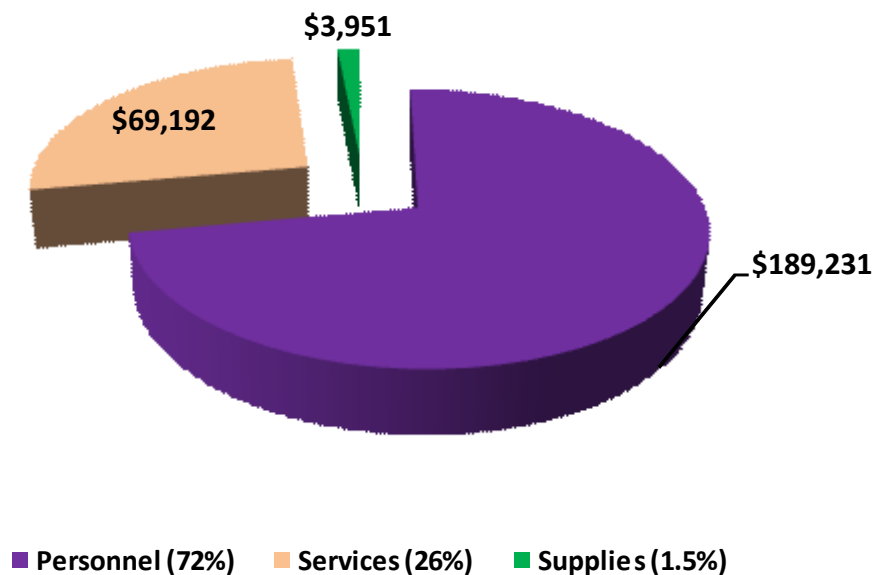


## Budget FY 2009-2010

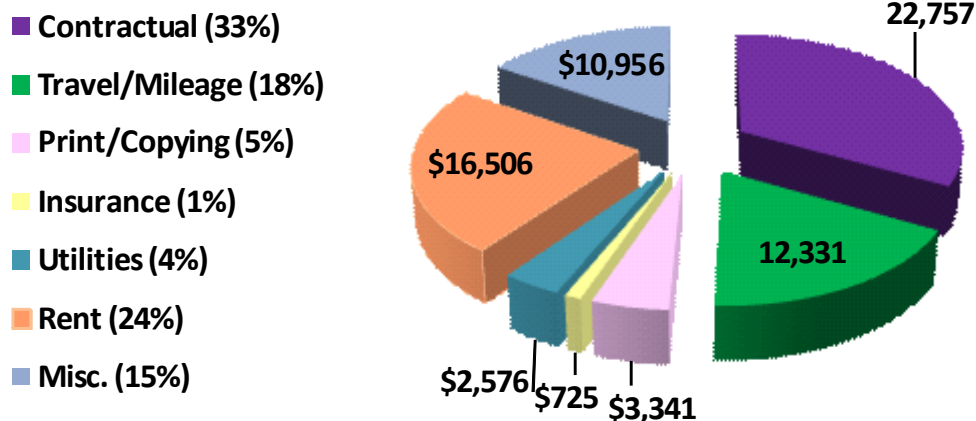
The Lincoln Commission on Human Rights' budget is comprised of funding from the City of Lincoln General Fund as well as two Federal grant funding sources—the U.S. Department of Housing and Urban Development and the Equal Employment Opportunity Commission. For Fiscal Year 2009—2010, the budget expenditures were supported by \$163,983 from General Fund and \$98,481 from federal funding sources for total expenditures of \$262,464.

## Where Did the Money Go?

Of the total budget of \$262,464 the largest percentage went to personnel for salaries and benefits, for a total of \$189,321 or 72%. Services\*, which expenditures cover our insurance, travel, mileage, interpretation/translation costs, office rental, copying, printing and utilities' accounts for \$69,192 or 26% of our budget, while office supplies accounts for \$3,961, or 1.5% of our total budget.



### \*Services Summary



**Education and Outreach**

The Lincoln Commission on Human Rights provides services to the community to assure that individuals are aware of the rights and responsibilities under the Equal Opportunity and Fair Housing Laws. LCHR works to reach as many agencies, groups, community-based organizations, employers, property owners, civic groups and individuals as possible. These efforts include training programs which can be customized to meet the needs of the target audience. Topics include: racial and sexual harassment; fair employment practices; harassment free work environments; fair housing laws; public accommodation laws; Americans With Disabilities Act; and diversity training.

In 2010, the staff conducted training at a number of organizations for a total of 96 sessions reaching over 5,900 people. These organizations include the Lincoln Public School System, career education classes in the high schools; the Lincoln Housing Authority, Region V and VI, Rentwise, El Centro, as well as training sessions held with several respondents as a result of settlement agreements. Additionally, the Civil Rights Conference continued to be an unqualified success in 2010 providing the public with a forum and information on a wide range of housing topics.



Mema Shua Grant, AmeriCorps Volunteer working for LCHR, spends the majority of her time teaching Lincoln Public School students about discrimination.



Our resource table at one of the Conferences.



Hundreds of people from Nebraska and outlying states attend the Civil Rights Conference offered by the LCHR yearly.

## 2010 Civil Rights Conference Award Winners

The 2010 Fair Housing Award was presented to Jill Fenner, former Director of the Fair Housing Center of Nebraska and Iowa at the Fair Housing Conference—a program of Family Housing Advisory Services, Inc. The Gerald Henderson Award was present to Pastor Janet Goodman Banks, a tireless advocate for Human Rights issues.

The Fair Housing Award is given to a person, organization or formalized group that has made significant contributions to providing equal opportunity in the field of housing. Someone whose achievements have given new meaning to “fair housing”. The Gerald Henderson Award is given to recognize outstanding achievements in furthering human rights and relations in the City. In 2003, the award was renamed to honor the late Gerald Henderson, the first LCHR Director and longtime civil rights activist. Nominees for the award will be judged for their achievements in improving human rights based on activities implemented, services performed, or programs operated in Lincoln. Winners are chosen from among the nominees by the LCHR Commissioners.

## Past LCHR Commissioners from 1963 through 2010

In honor of all the dedicated citizens of Lincoln who have freely given of their time to serve as a volunteer Lincoln Commission of Human Rights Commission, we proudly present the names of all who have served. Many of these individuals still serve our community today. (*The first name under each year is the chairperson.*)

### 1963

Appointed:

- \*Carrol Thompson
- \*Kenneth Lewis
- \*Julian Hopkins
- \*Fred Wells
- \*Joe Hampton
- \*Mrs. Louis Weaver
- \*Percy Logan

### 1964

- \*Carrol Thompson
- \*Kenneth Lewis
- \*Julian Hopkins
- \*Fred Wells
- \*Joe Hampton
- \*Mrs. Louis Weaver
- \*Percy Logan
- \*Dean Cooper
- \*George Crawford
- \*Mrs. Lucy Nevels, Jr.
- \*Dale LeBaron
- \* = Human Relations Council

### 1965

- Carrol Thompson
- Kenneth Lewis
- Julian Hopkins
- Fred Wells
- Joe Hampton
- Mrs. Louis Weaver
- Percy Logan
- Dean Cooper
- George Crawford

- Mrs. Lucy Nevels, Jr.
- Dale LeBaron
- Hulda Roper
- Kay Thompson,
- Harry Peterson
- Curtis Kimball
- Gary Hill
- Mrs. J. M. Daly
- Chan Tyrell
- John Knight
- Charles Throne

### 1966

- Carrol Thompson
- Kenneth Lewis
- Julian Hopkins
- Fred Wells
- Joe Hampton
- Mrs. Louis Weaver
- Percy Logan
- Dean Cooper
- George Crawford
- Mrs. Lucy Nevels, Jr.
- Dale LeBaron
- Hulda Roper
- Kay Thompson
- Harry Peterson
- Curtis Kimball
- Gary Hill
- Mrs. J.M. Daly
- Chan Tyrell
- John Knight
- Charles Thone

### 1967

- Carrol Thompson
- Kenneth Lewis
- Julian Hopkins
- Fred Wells
- Joe Hampton
- Mrs. Louis Weaver
- Percy Logan
- Dean Cooper
- George Crawford
- Mrs. Lucy Nevels, Jr.
- Dale LeBaron
- Hulda Roper
- Kay Thompson
- Harry Peterson
- Curtis Kimball
- Gary Hill
- Mrs. J. M. Daly
- Chan Tyrell
- John Knight
- Charles Thone

### 1968

- Carrol Thompson
- Kenneth Lewis
- Julian Hopkins
- Fred Wells
- Joe Hampton
- Mrs. Louis Weaver
- Percy Logan
- Dean Cooper
- George Crawford
- Mrs. Lucy Nevels, Jr.

(Continued on page 20)

## Past LCHR Commissioners from 1963 through 2010

*(Continued from page 19)*

Dale LeBaron  
Hulda Roper  
Kay Thompson  
Harry Peterson  
Curtis Kimball  
Gary Hill  
Mrs. J. M. Daly  
Chan Tyrell  
John Knight  
Charles Throne

### 1969

Carrol Thompson  
Kenneth Lewis  
Julian Hopkins  
Fred Wells  
Joe Hampton  
Mrs. Louis Weaver  
Percy Logan  
Dean Cooper  
George Crawford  
Mrs. Lucy Nevels, Jr.  
Dale LeBaron  
Kay Thompson  
Harry Peterson  
Chan Tyrell  
John Knight  
Charles Throne  
Kay Thompson  
Harry Peterson

### 1970

Carrol Thompson  
Kenneth Lewis  
Julian Hopkins  
Fred Wells  
Joe Hampton  
Mrs. Louis Weaver  
Percy Logan  
Dean Cooper  
George Crawford  
Mrs. Lucy Nevels, Jr.  
Dale LeBaron  
Hulda Roper  
Kay Thompson  
Harry Peterson  
James Raglin  
Charles Thone  
Charles Huff

### 1971

Carrol Thompson  
Kenneth Lewis  
Julian Hopkins

Fred Wells  
Joe Hampton  
Mrs. Louis Weaver  
Percy Logan  
Dean Cooper  
George Crawford  
Mrs. Lucy Nevels, Jr.  
Dale LeBaron  
Kay Thompson  
Harry Peterson  
James Raglin  
Charles Huff  
Curtis Kimball  
Gary Hill  
Mrs. J.M. Daly

### 1972

Carrol Thompson  
Kenneth Lewis  
Julian Hopkins  
Fred Wells  
Joe Hampton  
Mrs. Louis Weaver  
Percy Logan  
Dean Cooper  
George Crawford  
Mrs. Lucy Nevels, Jr.  
Dale LeBaron  
Kay Thompson  
Harry Peterson  
Curtis Kimball  
Gary Hill  
Mrs. J. M. Daly  
Charles Huff  
James Raglin  
John Scott  
Kenton Williams  
Clyde Sheridan

### 1973

Carrol Thompson  
Kenneth Lewis  
Julian Hopkins  
Fred Wells  
Joe Hampton  
Mrs. Louis Weaver  
Percy Logan  
Dean Cooper  
George Crawford  
Mrs. Lucy Nevels, Jr.  
Dale LeBaron  
Kay Thompson  
Kenton Williams  
John Scott  
Gary Hill

Mrs. J. M. Daly  
Chan Tyrell  
John Knight  
Kay Thompson  
Harry Peterson  
James Raglin  
Charles Huff  
Clyde Sheridan  
Harry Allen  
Beatty Brasch  
Lenora Letcher  
Merlyn McLaughlin  
Carol Reilly  
John Scott  
James Shelley

### 1974

Harry Allen  
Beatty Brasch  
Lenora Letcher  
Merlyn McLaughlin  
Carol Reilly  
John Scott  
James Shelley  
Monroe Usher, Jr.  
William Wilson  
Francis Zegers

### 1975

Harry Allen  
Beatty Brasch  
Lenora Letcher  
Merlyn McLaughlin  
Carol Reilly  
John Scott  
James Shelley  
Monroe Usher, Jr.  
William Wilson  
Francis Zegers

### 1976

Harry Allen  
Beatty Brasch  
Lenora Letcher  
Merlyn McLaughlin  
John Scott  
James Shelley  
Monroe Usher, Jr.  
William Wilson  
Francis Zegers

### 1977

Beatty Brasch  
John Breslow

*(Continued on page 21)*



## Past LCHR Commissioners from 1963 through 2010

*(Continued from page 20)*

Norman Haldiman  
 Lenora Letcher  
 Dr. Richard Powell  
 David Piester  
 Marshall Prichard  
 Roger Rife  
 Keith Surface  
 Monroe Usher, Jr.

**1978**

Beatty Brasch  
 John Breslow  
 Henry Cox  
 Lenora Letcher  
 David Piester  
 Richard Powell  
 Marshall Prichard  
 Roger Rife  
 Alice Roach  
 Keith Surface  
 Monroe Usher, Jr.

**1979**

Beatty Brasch  
 John Breslow  
 Henry Cox  
 Lenora Letcher  
 David Piester  
 Richard Powell  
 Marshall Prichard  
 Roger Rife  
 Alice Roach  
 Keith Surface  
 Monroe Usher, Jr.

**1980**

Beatty Brasch  
 John Breslow  
 Jesse Cervantes  
 Henry Cox  
 Lenora Letcher  
 Jerry Loos  
 Margaret Puls  
 Alice Roach  
 Tim Sindelar  
 Roger Rife

**1981**

Tim Sindelar  
 Beatty Brasch  
 John Breslow  
 Eli Cardona  
 Robert Kerrey  
 Jerry Loos

Hasan Muhammad  
 Margaret Puls  
 Alice Roach

**1982**

Jerry Loos  
 Beatty Brasch (Chair)  
 Eli Cardona  
 Hasan Muhammad  
 Mary Pipher  
 Margaret Puls  
 Alice Roach  
 Tim Sindelar

**1983**

Beatty Brash  
 Eli Cardona  
 David DeCoster  
 Peter Levitor  
 Jerry Loos  
 Rosemary Machacek  
 James McClurg  
 Hasan Muhammad  
 Mary Pipher  
 Margaret Puls  
 Alice Roach  
 Tim Sindelar

**1984**

Wallace Coffey  
 David DeCoster  
 Archie Godfrey  
 Randy Lenhoff  
 Peter Levitor  
 James McClurg  
 Rosemary Machacek  
 Sheryl Marra  
 Hasan Muhammad  
 Mary Pipher  
 Margaret Puls  
 Alice Roach  
 Tim Sindelar

**1985**

Wallace Coffey  
 Archie Godfrey  
 Randy Lenhoff  
 Peter Levitor  
 James McClurg  
 Sheryl Marra  
 Rudy Peralez  
 Harry Peterson  
 Margaret Puls  
 Tim Sindelar

**1986**

Archie Godfrey  
 Ann Irvine  
 Randy Lenhoff  
 Sheryl Marra  
 John Milligan  
 Rudy Peralez  
 Harry Peterson  
 Donna Polk  
 Mike Schafer  
 Anita Urdiales

**1987**

Archie Godfrey  
 Ann Irvine  
 Randy Lenhoff  
 Sheryl Marra  
 John Milligan  
 Rudy Peralez  
 Donna Polk  
 Mike Schafer  
 Dorothy Clark

**1988**

Archie Godfrey  
 Ann Irvine  
 Randy Lenhoff  
 Sheryl Marra  
 John Milligan  
 Rudy Peralez  
 Donna Polk  
 Marty Ramirez  
 Mike Schafer  
 Michelle Suarez

**1989**

Archie Godfrey  
 Ann Irvine  
 Randy Lenhoff  
 Sheryl Marra  
 John Milligan  
 Rudy Peralez  
 Donna Polk  
 Marty Ramirez  
 Mike Schafer  
 Tom Schleich  
 Roberta Stick  
 Michelle Suarez

**1990**

Gwendolyn Combs  
 Ann Irvine  
 Sheryl Marra

*(Continued on page 22)*

## Past LCHR Commissioners from 1963 through 2010

*(Continued from page 21)*

Rudy Peralez  
Marty Ramirez  
Mike Schafer  
Tom Schleich  
Roberta Stick  
Michelle Suarez

### 1991

Gwendolyn Combs  
Ann Irvine  
Sheryl Marra  
Rudy Peralez  
Marty Ramirez  
Mike Schafer  
Tom Schleich  
Roberta Stick  
Michelle Suarez

### 1992

Gwendolyn Combs  
Ann Irvine  
Sheryl Marra  
Rudy Peralez  
Mike Schafer  
Tom Schleich  
Roberta Stick  
Michelle Suarez

### 1993

Gwendolyn Combs  
Clarence Hodges  
Gloria McGee  
Bill Morris  
Rudy Peralez  
Mike Schafer  
Tom Schleich  
Roberta Stick  
Michelle Suarez

### 1994

Gwendolyn Combs  
Clarence Hodges  
Gloria McGee  
Bill Morris  
Rudy Peralez  
Mike Schafer  
Tom Schleich  
Roberta Stick  
Michelle Suarez

### 1995

Karen Flowes  
Gloria Best  
Donald Arp

Aaron Black  
Bill Morris  
Melinda Pearson  
Lawrence Spottedbird  
Michelle Suarez  
David Temple

### 1996

Donald Arp  
Lawrence Spottedbird  
Gloria Best  
Aaron Black  
Bill Morris  
Melinda Pearson  
Celine Robertson  
Michelle Suarez  
David Temple

### 1997

Donald Arp  
Ernesto Castillo  
Gloria Best  
Aaron Black  
Darla Black  
Bill Morris  
Celine Robertson  
David Temple

### 1998

Donald Arp  
Ernesto Castillo  
Gloria Best  
Bill Morris  
Celine Robertson  
Leroy Stokes  
David Temple

### 1999

Donald Arp  
Ernesto Castillo  
Celine Robertson  
Leroy Stokes  
David Temple  
Pat Trainer  
Linda Willard

### 2000

Donald Arp  
Ernesto Castillo  
Meredith DeCory  
Oscar Harriott  
Celine Robertson  
Leroy Stokes  
David Temple  
Pat Trainer

Linda Willard

### 2001

Donald Arp  
Ernesto Castillo  
Meredith DeCory  
Sitaram Jaswal  
Celine Robertson  
Elaine Spire  
Leroy Stokes  
David Temple  
Pat Trainer  
Linda Willard

### 2002

Ernesto Castillo  
Oscar Harriott  
Meredith DeCory  
Muammal Jaafar  
Sitaram Jaswal  
Leroy Stokes  
David Temple  
Linda Willard

### 2003

Ernesto Castillo  
Oscar Harriott  
Maisun Allahiq  
Carmy Anthony  
Meredith DeCory  
Sitaram Jaswal  
Lori Lopez Urdiales  
Leroy Stokes  
Linda Willard

### 2004

Ernesto Castillo  
Oscar Harriott  
Maisun Allahiq  
Carmy Anthony  
Meredith DeCory  
Sitaram Jaswal  
Lori Lopez Urdiales  
Linda Willard

### 2005

Ernesto Castillo  
Oscar Harriott  
Maisun Allahiq  
Carmy Anthony  
Meredith DeCory  
David Fikar  
Sitaram Jaswal  
Lori Lopez Urdiales

*(Continued on page 23)*



*(Continued from page 22)*

Linda Willard

**2006**

Maisun Allahiq  
Karla Cooper  
David Fikar  
Wendy Francis  
Sitaram Jaswal  
Lori Lopez-Uridales  
Dick Noble  
Linda Willard

**2007**

Maisun Allahiq  
Karla Cooper  
David Fikar  
Wendy Francis  
Sitaram Jaswal  
Lori Lopez-Uridales  
Dick Noble  
Linda Willard

**2008**

Wendy Francis  
Jose Quintero  
David Fikar  
Sitaram Jaswal  
Lori Lopez-Uridales  
Karla Cooper  
Dick Noble  
Gene Crump  
Hazell Rodriguez

**2009**

Wendy Francis  
Jose Quintero  
David Fikar  
Sitaram Jaswal  
Lori Lopez-Uridales  
Karla Cooper  
Dick Noble  
Gene Crump  
Hazell Rodriguez

**2010**

Wendy Francis  
Karla Cooper  
Gene Crump  
Dick Noble  
Takako Olson  
Jose Quintero  
Mary Reece  
Hazell Rodriguez  
Anitra Warrior

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**Thank you for your  
service to the City of  
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and the Commission  
on Human Rights.**